

## Statement Overview

This Statement is made pursuant to section 54 of the Modern Slavery Act 2015. It explains the steps Choice Home Tutoring (CHT) takes in implementing a proactive approach to complying with the provisions of the Act.

We are committed to continuously improving our practices including ensuring that modern slavery and human trafficking are not present within our organisation or supply chains. We strive to act ethically and with integrity in all that we do.

We acknowledge our responsibilities in relation to tackling modern slavery and to complying with the Act. We do not enter into business with any other organisation, within the UK or otherwise, which supports or is involved in human trafficking, slavery or forced labour.

We strictly adhere to the minimum standards required in relation to our responsibilities under relevant employment legislation in the UK and in many cases exceed them. We are an accredited Living Wage provider.

## What We Do

Since 2010, Choice Home Tutoring has provided high quality tutor support in all subjects and for all ages from primary level through to GCSE, A Level and beyond. This includes providing tutors who specialise in helping students with dyslexia, autism or other special educational needs.

Tutor sessions are usually one-to-one but we also offer group tuition workshops during school holidays and weekends. In addition to our core offering, we work with many other agencies including schools and local authorities. Our mission is 'to provide learners with a personalised tuition service based on their specific needs'.

## Organisational Structure

CHT operates within the UK tuition sector. We are a limited company which aims to improve the educational attainment of students through the recruitment, training and retention of high quality tutors in all subject areas.

The company's franchise component consists of franchisees, each who oversee their own UK franchise territory. To aid consistency of approach, our support team ensure that franchisees receive comprehensive training in all aspects of the business in line with the company's Operation Manual and Franchise Agreement.

None of CHT's personnel, including staff, tutors and franchisees, lie in a category which can be regarded as being vulnerable to modern slavery in the UK. Our recruitment and people management processes ensure that all prospective personnel are legally entitled to work in the UK and all personnel are recruited in compliance with the Modern Slavery Act 2015.

## Supply Chains

CHT uses a number of suppliers to support its operations and activities. Suppliers are mostly UK-based and are therefore required to be compliant with UK legislation. The services they provide relate to IT support, marketing and recruitment, professional services, events (and venues), training, consultancy and various agency workers.

Compared to other sectors, the risks associated with modern slavery in our supply chains are low. Nonetheless, CHT promotes its approach to modern slavery and human trafficking on its partners and supply chains, requiring them to confirm their arrangements to uphold the fundamental principles of human rights.

## Risk Management

We are committed to managing risks to ensure that CHT remains compliant with the Modern Slavery Act by:

- including an anti-slavery clause (no.14) in our Terms and Conditions form (for the supply of Tuition Services) requiring our suppliers to ensure that they are complying with the Act and associated legislation
- providing Modern Slavery Act awareness training to all CHT personnel, including those involved in procurement or recruitment, ensuring that they know how to respond if they suspect a case of slavery or human trafficking
- ensuring that consideration of modern slavery risks and prevention form part of CHT's overall policy review process (see below) – not just this modern slavery statement
- ensuring that our zero-tolerance approach towards modern slavery is embedded across all areas of the business

## Relevant Policies

The following documents from CHT's suite of policies include consideration of the Modern Slavery Act 2015 when reviewed; they are accessible to all CHT personnel via their CRM profile:

- Complaints Policy
- Equality Policy
- Safeguarding Policy
- Safer Recruitment Policy
- Tutor Code of Conduct
- Whistleblowing Policy

## Approval

CHT has appointed Colin Murphy, Company Owner (joint), as its Modern Slavery Compliance Officer. All modern slavery concerns should be addressed to him; in response, he will undertake appropriate action in line with our obligations under the provisions of the Act.

This statement was reviewed and approved by the Board of Directors on 24<sup>th</sup> April 2024.

The next review date is 24<sup>th</sup> April 2025.